



Sustainability Charter

Berlin, 25 September 2026

Our Sustainability Charter sets out the principles that guide our actions at CMS in Germany. It illustrates what we stand for as a company and what contribution we make towards sustainable corporate governance. It is based on our global [CMS ESG Charter](#) and our commitment to the [ten principles of the UN Global Compact](#).

Diversity, equal opportunities and mutual respect are key features of our working environment. We see diversity as a strength and promote it at every level of our organisation. We are committed to fostering respectful, non-discriminatory coexistence. We emphasise our commitment through our adherence to the CMS-wide [Diversity & Inclusion Charter](#) and through our status as signatories of the [Charta der Vielfalt](#).

This charter forms a framework to guide our actions as an organisation. At the same time it serves as a guideline for all partners and staff members for making responsible decisions, collaborating with colleagues, clients and other stakeholders and conducting themselves in their day-to-day work. We are jointly responsible for implementing this charter.

How we see ourselves

We strive to balance environmental, social and economic considerations and to incorporate them into our decision-making. Sustainability is an integral part of corporate responsibility for us.

Our principles

Responsible corporate governance

We act with integrity, in compliance with the law and in accordance with the highest professional and ethical standards. This requires that we prioritise transparency, reliability and responsible decision-making processes.

Environment

We are committed to systematically identifying and assessing the environmental impact of our business activities and to making a contribution to environmental protection. Our [EMAS-compliant environmental management system](#) provides the structural framework for this. CMS's environmental mission statement sets out the core principles and objectives of our commitment to the environment and provides guidance on how we manage our impact on the environment.

Partners, staff and company

We promote a working environment based on respect, diversity, equal opportunities and personal development.

Our collaboration is underpinned by the core values of integrity, team spirit, excellence and responsibility, as set out in the CMS Code of Conduct. This defines the principles behind respectful and non-discriminatory coexistence.

At the same time, the [CMS Foundation](#) is committed to promoting legal participation under the guiding principle of "Access to justice. For everyone" and is therefore contributing to an inclusive society.

Responsibility in the supply chain

We take sustainability matters into account when selecting and working with business partners and expect them to comply with environmental, ethical and social standards. To ensure these requirements are upheld, we have established a [Supplier Code of Conduct](#), which forms the basis of our

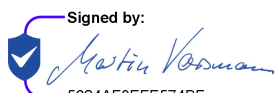
collaboration and is binding on our business partners. It provides clarity on the standards and expectations we set for our business partners throughout the supply chain.

Sustainable advice and market role

We also see our role as supporting clients in their transition to sustainable and resilient business models and promoting legal solutions in the context of sustainable development.¹

Further development and transparency

We are constantly refining our understanding of sustainability, regularly reviewing our progress and reporting transparently on our development.²

Signed by:

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Dr Martin Vorsmann

General Managing Partner, CMS in Germany

¹ You can find further information about our ESG advice [here](#).

² Our progress is demonstrated not least by our regular participation in the EcoVadis rating. Click [here](#) to view further details and information on the methodology behind our EcoVadis accreditation. In addition, we report on our activities and developments in our [sustainability reports](#) and in our [EMAS environmental statement](#).



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